



Access Creative College Gender Pay Gap Report

2021

01/04/2022



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GENDER PAY GAP STATEMENT

ACC is committed to building a fair and inclusive workplace where all employees who are essential to the success of the business and our learners can achieve their full potential.

In order to achieve this we must take appropriate actions, based on data and data analysis to allow us to both benchmark ourselves against UK population and sector specific metrics and to set realistic and achievable milestones for our journey.

We do not pay people differently on the basis of their ethnicity, gender or any other protected characteristics. Pay gaps exist because different groups are represented unequally in the workforce. From a gender perspective, ACC still has too few women at all levels of the Company and especially at senior levels.

We all want a workplace that more accurately reflects the communities in which we operate and the learners who are seeking qualifications to enable them to succeed in their future creative careers.

We also believe that the College should be a place where the very best people can nurture, support and develop the Creatives of the future and always seeks to appoint, retain and develop appropriately skilled and qualified staff regardless of their background or status. We recognise that seeking to do so in a way which also moves us towards a fully inclusive workplace will take time. However we remain committed to making progress on inclusion now and for the future.

LEGISLATIVE REQUIREMENTS

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be taken on the basis of data on the 5th of April each year. The specific information we are required to publish needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay on 5th April 2021)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to the 5th of April 2021)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion of 4 pay bands when we divide our workforce into 4 equal parts)

The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men)



ACCESS CREATIVE COLLEGE GENDER PAY GAP

Gender pay gap	ACC	UK economy
Mean	11.69%	11.9%
Median	8.95%	7.9%
Bonus pay gap		
Mean	7.01%	
Median	(2.73%)	
% Employees receiving a bonus		
Male	7.8%	
Female	5.6%	

The mean and median explained

Mean pay gap: the mean pay gap is the difference in the arithmetic average hourly paid for women compared to men within the College.

Median pay gap: The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The mean and median are important metrics and need to be looked at together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.



Gender pay gap vs equal pay

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles or seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work.

April 2021

Quartile	Male	Female	Male	Female
Upper (75-100%)	53	26	67%	33%
Upper Middle (50-75%)	55	25	69%	31%
Lower Middle (25-50%)	50	30	63%	37%
Lower (0-25%)	43	37	54%	46%
	201	118		

Our gender pay gap is not a result of equal pay issues, as we have a gender neutral approach to pay across all levels of the organisation. The numbers of men to women at most levels of the organisation are around 2:1

Gender pay gap

Our 2021 figures show that we do have a gender pay gap and in part a gender bonus gap, although there is a positive variance in favour of women when it comes to bonuses received in the reference period.

We understand why we have a gender pay gap at ACC. It is mainly due to the levels of female representation overall and in particular at senior/leadership positions and a more equal distribution of men and women at the lowest levels. A more balanced distribution of men and women at all levels will be needed to narrow and ultimately eliminate the gap.

Initial analysis of our recruitment and candidate attraction suggests that the pattern of representation in our workforce is replicated in the proportions of applicants of each gender with significantly more male than female applicants for roles. In part this may be linked to the nature and type of curriculum offered, sports, computing, and games alongside our music and media offers, or the nature of the roles themselves being location specific may be contributory factors in this imbalance.



Recruitment

During 2020/21, the period of this report, the recruitment profile, nationally was as follows:

Gender	Applicants	Interview	Hire
Male	69.1%	55.4%	51.9%
Female	29.7%	42.3%	48.1%
Not Disclosed	1.2%	2.3%	

Whilst there are some regional variations, at each stage, these are not significant and are broadly in line with the profile above.

Appointments at interview stages are positive with close to 50:50 gender split. However, with the higher number of male applicants the ratio of male to female hires is 3:1. In the context of actions to address the gender pay imbalance, more needs to be done to attract female applicants to roles as they are equally likely to be appointed. In addition, an increase in numbers of female applicants progressing through the process to hire regardless of level and in terms of closing the gender pay gap candidate attraction and progression for and to higher paid roles needs to be significantly improved.

Actions

Recruitment

Consider the use of blind recruitment processes to remove candidate gender identifiers at pre interview stages.

Review recruitment sources to identify gender positive sites to promote higher female engagement with employment opportunities.

Consider a programme of recruitment based on encouraging women returners to careers aligned with flexible working arrangements, including compressed hours, term time working and job share arrangements at all levels of the business including senior positions.

Retention and Progression

Review and introduce a range of gender-sensitive policies to respond to the needs and interests of both women and men in their structures, operations, methods and work, and remove barriers to women fulfilling their potential.

Examples of which are:

- Menopause Policy
- Compressed Hours, flexible working and term time only roles
- Job Share



- Enhancing provisions for shared parental leave to encourage participation in the scheme.

Consider the use of career progression pathways and fast track for female staff together with the provision of targeted and specific training to allow staff to progress.

Ring fencing a proportion of progression roles to internal candidates, aligned with the areas of skills and knowledge development of female employees.

Set incremental targets for female representation in senior roles and the higher pay bands.

The introduction of wider employment benefits, including health and wellbeing, discounts, further enhancement of parental leave policies and pay linked to enhancing the College as an employer of choice and a good place to work.

Awareness raising of female employee issues, encouraging greater openness and support and analysis of employee data to identify issues and areas of concern.

Offering mentoring and coaching to female staff from internal and external female role models.

Review

Progress against agreed actions and targets set to be monitored quarterly and the results published in future reports including analysis and trend data for comparative purposes annually as part of this report.